

DYNAMIC SOLUTIONS FOR BETTER BUSINESS



August 14, 2012 ❖ Charlottesville
The Pavilion

- 7:30** **Registration (Pavilion Foyer)**
- 8:00 – 9:00** **Breakfast (Original Ballroom)**
- 9:00 – 9:10** **Welcome (Pavilion I)**
John R. Broadway, Commissioner, Virginia Employment Commission
- 9:10 – 9:45** **Tax Rate Calculations/Unemployment Benefit Charges - Dana Armentrout,**
Management Analyst, Virginia Employment Commission (Pavilion I)
- 9:45 – 10:45** **Morning Breakout Sessions**
- **An Overview of the Office of Federal Contract Compliance Programs - Gail Steele,**
Compliance Officer, Office of Federal Contract Compliance Programs (Board Room)
 - **Deciphering Unemployment Claims -Robert J. Barry, Partner, Kaufman & Canoles**
(Pavilion II)
 - **Leveraging Social Media to Recruit Top Talent for Your Organization - Katie**
Pfledderer, Social Media Coordinator, DirectEmployers Association (Pavilion III)
 - **Effective Participation in the VEC's Adjudication Process - Salvatore Lupica, Chief**
Operating Officer, Virginia Employment Commission (Ednam Hall)
- 10:45 – 11:00** **Break – Pavilion Foyer**
- 11:00 – 12:00** **Morning Breakout Sessions**
- ***An Overview of the Office of Federal Contract Compliance Programs (Board**
Room)
 - ***Effective Participation in the VEC's Adjudication Process (Ednam Hall)**
 - **Top Ten Wage and Hour Mistakes - Thomas M. Lucas, Attorney at Law, Jackson Lewis**
LLP (Pavilion III)
 - **The Employment Law Puzzle: The Major Pieces of Employment Law Employers**
Must Fit Together for Successful Human Resources Administration – Robert J. Barry,
Partner, Kaufman & Canoles (Pavilion II)
- 12:00 – 1:00** **Lunch (Original Ballroom)**

2012 Employer Conference

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(continued)

1:30 – 2:30

Afternoon Breakout Sessions

- **Labor Market Data for Business Planning and Economic** - *Jeremy Deyo, Labor Market and Demographic Analysis Unit, Virginia Employment Commission (Board Room)*
- ***Deciphering Unemployment Claims (Pavilion II)**
- ***Leveraging Social Media to Recruit Top Talent for Your Organization (Ednam Hall)**
- ***Top Ten Wage and Hour Mistakes (Pavilion III)**

2:30 – 2:45

Break (Pavilion Foyer)

2:45 – 3:00

Wrap-up (Pavilion I)

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An Overview of the Office of Federal Contract Compliance Programs

The Office of Federal Contract Compliance Programs, U.S. Department of Labor, provides an overview of the laws enforced and programs administered. This presentation provides an outline of what a company should expect if it becomes or presently is a federal contractor or subcontractor.

Gail Steele, Compliance Officer, Office of Federal Contract Compliance Programs (OFCCP)

Ms. Steele has been a federal employee for almost 32 years and a Compliance Officer with OFCCP for 27 years. Prior to her tenure with OFCCP, she was with Equal Opportunity Assistance with the Internal Revenue Service in its EEO Office. She co-coordinated the Workforce Awareness Group (WAG), which is the Richmond District Office's targeted effort to improve employment opportunities for veterans and individuals with disabilities.

The Employment Law Puzzle

This session will provide an overview of basic employment laws and insight into recent changes to state and federal employment laws, along with guidance as to how those laws are enforced. Practical advice on avoiding liability will be highlighted.

Robert J. Barry, Partner, Kaufman and Canoles

Mr. Barry is a partner in the Labor and Employment Law Practice Group. His practice concentrates on employment law litigation, day-to-day advice, and long-term strategies for employers in both the public and private sectors. He regularly advises on discipline and discharge, employment discrimination, wage and hour issues, occupational safety and health, restrictions on competition, and unemployment compensation.

Deciphering Unemployment Claims

This workshop will provide attendees with insights and good practices for handling unemployment claims before the VEC. Attendees will receive tips on how to help control the ever-increasing cost of doing business.

Robert J. Barry, Partner, Kaufman and Canoles

Effective Participation in the VEC's Adjudication Process

Participants will acquire a basic familiarity with the structure of the agency's claims adjudication process including appeals. They will also be provided with an understanding of the legal principles relevant to unemployment insurance issues including qualification and eligibility for benefits.

Salvatore Lupica, Chief Operating Officer, Virginia Employment Commission

Mr. Lupica currently serves as the chief operating officer of the Virginia Employment Commission. His practice experience includes commercial litigation in the areas of construction, employment, and securities. He has authored a number of professional works including a review of workers' compensation law in 2006 appearing in the University of Richmond Law Review, and a series of articles on the rights and remedies of parties under the Virginia Workers' Compensation Act. He has done consulting work in organizational and business development. His experience as an educator includes advising doctoral candidates in dissertation development, and varied lecturing at the university and high school level. Sam's board memberships include the Institutional Review Boards of Virginia Commonwealth University and the Virginia Department of Rehabilitative Services. He is also a composer and pianist.

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Labor Market Data for Business Planning and Economic Development

This workshop will give an overview of the Labor Market Information (LMI) resources provided by the Virginia Employment Commission, such as how to:

- Navigate the LMI Home page and know how to get there from the Web.
- Use the *Community Profiles* publication as a starting point for looking at LMI.
- Utilize the LMI Tools to quickly access several data sets in one place.
- Explore the *Occupational Profiles* to view detailed job information, such as wages, supply and demand, related jobs, etc.
- Access the Assistance Center for communicating with LMI staff.

Jeremy Deyo, Labor Market and Demographic Analysis Unit, Virginia Employment Commission

Mr. Deyo currently works as a Senior Business Intelligence Architect. He also runs his own business, which provides computer-consulting services to organizations across the country. Jeremy has developed database solutions for programs in the Department of Defense, Centers for Disease Control and Prevention, and the Federal Emergency Management Agency.

Leveraging Social Media to Recruit Top Talent for Your Organization

Many organizations, both public and private, recognize the increasing value of a well-thought-out and executed social media strategy. In this session, there will be discussions about the lessons learned, opportunities, and successes from both public and private company social media strategies and campaigns. From Twitter to Facebook to blogging, learn how companies have interwoven social media into their organization's overall strategic goals and objectives and utilized those strategies to better recruit in an ever-increasing social media society.

Katie Pfladderer, Social Media and Online Communities Manager, DirectEmployers Association

Ms. Pfladderer got her start in the human resources field at a recruitment marketing agency in 2004 as an account coordinator, where she quickly worked her way up to client and project management. She worked with small and large companies across many different industries to develop sourcing strategies, media plans, diversity outreach campaigns, and employee referral programs. She has also worked on several employer branding and interactive projects such as career websites, online advertising, search engine marketing and social media, and related entities.

Tax Rate Calculations/ Unemployment Benefit Charges

Unemployment tax rates and the impact of UI claims on the employer's rate will be discussed.

Dana Armentrout, Management Analyst, Virginia Employment Commission

Mr. Armentrout has over 20 years of experience administering state unemployment tax law, and 10 years experience in employment training and personnel administration. He earned his B.S. in Governmental Administration from Christopher Newport College and his M.B.A. from James Madison University.

Top Ten Wage and Hour Mistakes

This presentation will cover the key issues that have given rise to recent litigation under the Fair Labor Standards Act and Virginia wage laws, the responsibilities of an employer, and the issues that are "Red Flags" to the U.S. Department of Labor.

Thomas M. Lucas, Attorney at Law, Jackson Lewis LLP

Mr. Lucas is Resident Manager and Partner in the Norfolk, Virginia, office of Jackson Lewis LLP. Mr. Lucas represents management clients exclusively in the full range of employment and labor law matters, including employment discrimination litigation and traditional labor law.